



FLEET MASTER CHIEF JOHN MINYARD

Issue 10

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Aloha again Shipmates,

Have you ever driven through a neighborhood where the buildings, streets and sidewalks were all well maintained, and the people seemed friendly and happy; but just a few blocks later you felt like you're in a different world where everything was falling apart, tagged by graffiti and no one seemed to care about anything but themselves? I have, and I remember thinking "why is there such a noticeable difference between these two locations?"

Well, I have a theory about that, and I'd like to share it with all of you. I call it my "Running Rust" theory, and it's based on the idea that little problems when viewed separately may not seem like a big deal, but if ignored, they can rapidly combine to result in a much larger problem.

Actually I can't take full credit for "Running Rust" because it's based on another concept known as the Broken Windows theory. This theory proposes that neighborhood crime is directly related to the resident's perception of what is normal behavior and acceptable conditions for their neighborhood. In a magazine article, social scientists James Q. Wilson and George L. Kelling used the example of a broken building window and suggested that if left unrepaired, it would result in a tendency for vandals to break more windows. Eventually this would lead to the perception that the residents didn't care and other criminal activity like graffiti, break-ins and squatting would increase. Gradually, the once normal neighborhood would evolve into a "bad" part of town.

It's a very interesting theory and I recommend you read up on it if you have a few spare minutes, but the point is; I believe we can apply the same concept to our Navy. We have probably all seen examples of this in the fleet, but never stopped to think about it or consider the situation.

Let's use two of our ships as an example: same homeport and class of ship, built by the same shipyard around the same time, and crewed by the same number and type of Sailors. Why does one ship have a history of excellence, where the crew takes pride in the appearance and reputation of their ship, yet the other, virtually identical ship, carries a bad reputation with high rates of NJP, repeated maintenance issues and poor morale?

Was it a stroke of luck that the first ship received all outstanding Sailors while the second got a bunch of poor-performers and trouble makers? I don't think so. I believe this is a case of "Running Rust."

Both ships started out with the same potential for success, but somewhere along the line they took diverging paths that led to the current situation. It's not that it was a bad ship or crew, they just didn't take the time to fix the problems when they were still small. I can guarantee they faced similar disciplinary problems like a liberty violation here or a gundecked maintenance check there, but when you allow the little things to slip by without being corrected it's like allowing a small spot of rust to grow unchecked. The corrosion will spread throughout the workspace and eventually compromise the entire ship.

The same can be said of the crew's performance and standard of conduct. If we allow the little things to slide by uncorrected, then it's just a matter of time until minor liberty incidents become major ones and gundecking evolves into dereliction of duty. Eventually, this becomes accepted as "the way things are" on that ship. Once the crew perceive themselves and their ship that way, their "Running Rust" spreads to other Sailors and ships on the waterfront, and pretty soon, everyone in the fleet is dealing with the affects of the "Running Rust" throughout our Navy.

It's been said that perception becomes reality, but no one ever said the perception had to be negative. Instead, how about we all set an expectation for excellence, and foster a work environment where the perception is one of pride and professionalism, an environment where even the small problems are addressed and quickly corrected. How about we stamp out the "Running Rust", before it ever has a chance to take hold of our ships, commands and Sailors!

Thanks for your time Shipmates, and Thanks For All You Do!

Very Respectfully,
Fleet Minyard

Eye on Ethos

*Naval Information Operations Command
Misawa, Japan*

CTR2 John P. Goodson epitomizes the character, teamwork and dedication that are an American Sailor. He tirelessly performs as an Assistant Command Fitness Leader, helping to forge the physical readiness of over 150 Sailors. Upon taking this collateral, he saw many of his Shipmates were still meeting adversity to improve in areas of their fitness. Though rigorously training for entry into the FY-12 BUDs program, he selflessly sacrificed his off duty time to help in creating additional fitness drills to motivate and create esprit-de-corps within his department. His efforts improved the run times and overall conditioning of several of his Shipmates within six months. His sincere and deep concern to help others succeed as well as his can-do spirit serve as an outstanding example of our Core Value of Commitment, and to be always Mission Ready at any given time in support of our Navy's Ethos.

*NR Commander, Naval Forces Korea,
DET O, Seoul, Korea*

Navy Reserve LS2 (SW) Andrew J. Lee honorably demonstrates the Navy Ethos and Core Values. LS2(SW) Lee has excelled throughout his career. After graduating from Logistics Specialist "A" school he provided operational support to the fleet including a 6-month Western Pacific deployment on USS JOHN C. STENNIS (CVN-74) where he qualified as an Enlisted Surface Warfare Specialist. He has also provided sustained critical logistics and information systems support to Navy forces in Korea. During 2010, he was hand-picked to fill a gapped LPO/LCPO billet for two months. He supported CNFK during Exercise Key Resolve in a forward deployed Logistics Support Area (LSA) as berthing coordinator and interpreter. Following the ROKS CHEONAN sinking, he served as interpreter and driver for the U.S. salvage team and the international investigation team throughout their stay on the peninsula. Additionally, he provided support as LSA LPO in Pusan during Exercise Ulchi Freedom Guardian. During his three years in the Navy Reserve, Petty Officer Lee has accumulated over two years of active duty service, providing outstanding support whenever and wherever needed. His positive attitude, rating knowledge, and in-depth Korean cultural experience were routinely leveraged by CNFK leadership for urgent logistics support throughout the Korean theater of operations.

On the Horizon

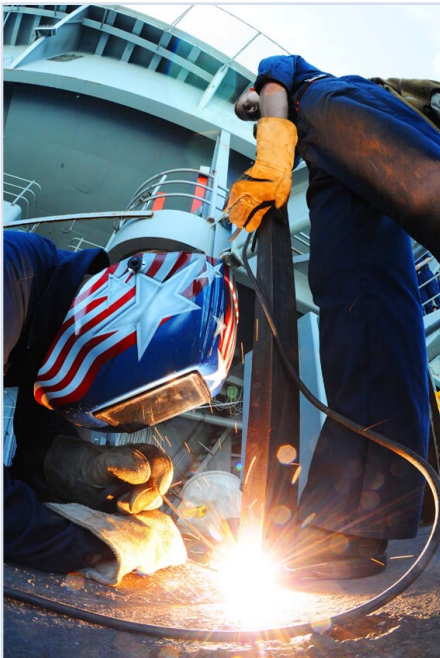
November is American Indian and Alaska Native Heritage Month. More than 15,000 active duty, reserve, and civilian members of our Navy are American Indian or Alaskan Native. These cultures have made remarkable contributions to our national identity, and their unique spiritual, artistic, and literary contributions, together with their vibrant customs and celebrations, enliven and enrich our American Heritage.

NPC is soliciting applications for board members to serve on the FY-12 active duty and reserve E-9, E-8 and E-7 selection boards. Boards begin in February 2011 and continue through July. Participation by senior leaders in selection boards is paramount to the navy's continued success in selecting 21st century leaders. See NAVADMIN 336/10 for application deadlines and board member eligibility requirements. Applications and additional information can be found at: <http://www.npc.navy.mil/boards/>.

The deadline for closeout of the Enlisted Field Service Record (EFSR) has been extended from the initial deadline of Sept. 30 to Dec. 30 for shore commands and Sept. 30, 2011, for aircraft carriers.

The Naval Justice School is offering the Senior Enlisted Leadership Course, A Seminar in Military Justice and Civil Law, to senior enlisted leaders of all branches of service (E8/E9). Personnel in paygrade E7 may attend on a space-available basis. The course addresses a wide range of legal issues, including non-punitive measures, NJP, administrative separations, legal assistance, self-incrimination, drug abuse detection, search and seizure, dealing with civil authorities, and naturalization. Quota requests can be made using the Enterprise Naval Training System (ENTRS). See NAVADMIN 341/10 for more details.

PACIFIC OCEAN
(Oct. 14, 2010)
Hull Maintenance
Technician Fireman
Josh Hazelett welds
a bracketing iron to
the deck while Hull
Maintenance Techni-
cian 3rd Class Ryan
Martison holds a bar
steady on the fantail
of the aircraft carrier
USS Ronald Reagan
(CVN 76). Ronald
Reagan is underway
in the Pacific Ocean
conducting drills in
preparation for its
upcoming deploy-
ment. (U.S. Navy
photo by Mass Com-
munication Special-
ist 3rd Class Shawn
Stewart/Released)



PACIFIC OCEAN (Oct. 14, 2010) – AOAN Maricris Maramba, a native of Long Beach, Calif., installs a quick release pin on an armament weapons support equipment (AWSE) rail aboard USS Ronald Reagan (CVN 76). The ship is busy making preparations to onload equipment and Sailors from Carrier Air Wing. (U.S. Navy photo by Seaman Haldane Hamilton/Released)

Scuttlebutt

Issues and Answers from the Fleet.

Issue: Why is my latest EVAL not showing up in my Eelectronic Service Record or Web Enabled Record Review?

Answer: The NPC Performance Evaluation Division rejected more than 6,200 evaluation and fitness reports received during August and September. A large majority of the reports were rejected due to commands not using the new one-letter Physical Fitness Assessment (PFA) codes established in NAVADMIN 193/10. All of these reports must be corrected and then resubmitted to the Performance Evaluation Division. See the "Latest News" section on the NPC homepage at www.npc.navy.mil, for more information.

Issue: Is it true that Individual Augmentation Global War on Terror Support Assignments (GSA) are going away?

Answer: GSA are being replaced by Overseas Contingency Operations Support Assignments (OSA) beginning this month. Sailors interested in applying for an OSA can select the "OSA Preference" option in the Special Programs section of CMS/ID. This should be done 9-12 months before the Sailors current PRD, and before entering into regular PCS negotiations with their rating detailer. OSA detailers will work with the Sailors to find a billet, and then submit the request to Fleet Forces Command for approval. While on their OSA, Sailors will be able to negotiate follow-on PCS orders with their respective rating detailer during their new detailing window. Upon completion of the OSA deployment, Sailors will return to their previous parent command for approximately 60 days of administrative processing prior to departing for their next PCS assignment. NAVADMIN 334/10 provides more detailed information.

For more News and Information about U.S. Pacific Fleet visit:

<http://www.cpf.navy.mil>

<http://twitter.com/PacificFleet>

<http://www.flickr.com/photos/compacflt/>

<http://www.facebook.com/USPacificFleet>

<http://www.youtube.com/USPacificFleet>

